

17th Asia and the Pacific Regional Meeting Region

Singapore, 6-9 December 2022

▶ Report of the Credentials Committee

1. The Credentials Committee of the 17th Asia and the Pacific Regional Meeting (APRM), appointed at its first sitting, was composed as follows:

Chairperson: Ms Alison Durbin (Government delegate, Australia)

Employer Vice-Chairperson: Mr Paul Mackay (Employers' delegate, New Zealand)

Worker Vice-Chairperson: Ms Clare Middlemas (Workers' delegate, Australia)

2. Pursuant to article 9(2) of the Rules for Regional Meetings, the Credentials Committee's mandate is to examine the credentials of the delegates and advisers attending the Meeting, as well as any objections regarding their nomination, complaints concerning the non-payment of travel and subsistence expenses of delegations, and other communications. To this end, the Committee met on 7 and 8 December 2022.

Composition of the Meeting

- 3. At the time of the adoption of this report, and as shown in Appendix I, of the 46 Member States invited to the Meeting as full members of the region, 35 had accredited a delegation. Twenty-four Member States complied with the time limit set forth in article 1(7) of the Rules for Regional Meetings, according to which credentials must be deposited at least 21 days before the date fixed for the opening of the Meeting, that is, before 15 November 2022 for the 17th APRM.
- **4.** The total number of accredited delegates and advisers was 388 of which 304 had registered (see Appendices I and II). The table below shows the breakdown of accredited delegates, substitute delegates and advisers per group. Persons appointed as both substitute delegates and advisers have been counted as advisers. Detailed information regarding participation by Member State is available in the Final List of Delegations.

► Accredited delegates, substitute delegates and advisers

	Governments	Employers	Workers	Total
Delegates	68	33	33	134
Substitute delegates	55	24	23	102
Advisers	79	23	50	152
Total	202	80	106	388

5. In addition, 22 Ministers and Vice-Ministers from the accredited Member States attended the Meeting in person while two Ministers participated virtually.

Incomplete delegations

- 6. In accordance with article 1(2) of the Rules for Regional Meetings, the minimum composition of a tripartite national delegation is two Government delegates, one Employers' delegate and one Workers' delegate. One Member (Syrian Arab Republic) accredited a delegation that was composed exclusively of Government representatives, one Member (Lebanon) accredited a delegation without an Employers' delegate after the publication of the provisional list of delegations on 5 December 2022 and one Member (Yemen) accredited a delegation without a Workers' delegate.
- 7. The Committee notes that, by accrediting a delegation that is exclusively governmental or incomplete, the employers and workers of the country cannot exercise their right to be represented in the Meeting and to participate in its work. Furthermore, in accordance with article 12(2) of the Rules for Regional Meetings, failure by a government to nominate one of the non-government delegates deprives the other non-government delegate from their right to vote.

Non-accredited Member States

- **8.** The following 11 Member States out of a total of 46 Member States which were invited to participate in the APRM as full Members did not accredit a delegation:
 - Afghanistan
 - lordan
 - Lao People's Democratic Republic
 - Maldives *
 - Marshall Islands *
 - Palau *

- Solomon Islands *
- Timor-Leste
- Tonga
- Tuvalu *
- Vanuatu *
- * Member States that also failed to accredit a delegation to the 16th APRM (Bali, 2016).

9. The Committee wishes to recall that in accordance with article 1(2) of the Rules for Regional Meetings, Members States invited as full members are expected to send a tripartite delegation to the Meeting. It also recalls that under the resolution concerning the strengthening of tripartism in the overall activities of the ILO, adopted by the International Labour Conference at its 56th Session (1971), sending tripartite delegations to the Conference and Regional Meetings was not only a right of Member States but also an obligation laid upon them.

10. It was on the basis of that resolution that the Governing Body decided at its 183rd Session (June 1971) to request the Director-General to carry out inquiries concerning the extent of, and the reasons for, the failure of governments to send tripartite delegations to sessions of the International Labour Conference and Regional Meetings and to report to it on this subject. At its 205th Session (February–March 1978), the Governing Body further requested the Director-General to extend the scope of the inquiries to cases of failure by Member States to send any delegations at all. The Governing Body has systematically continued requesting reports on this matter. The latest report ¹ includes statistical data from the 16th APRM (Bali, 2016) while the next report will be submitted to the Governing Body at its 345th Session (March 2023) and will include information on the composition of this Meeting.

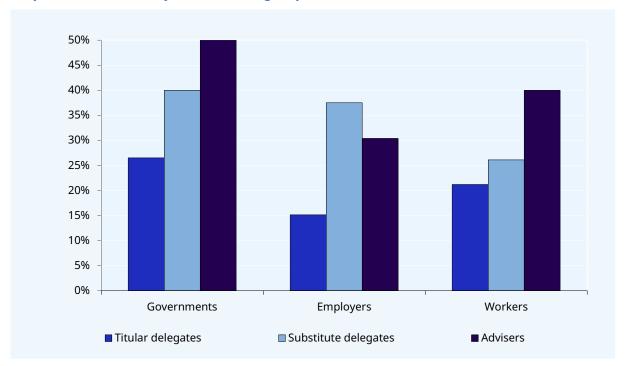
- 11. The Committee notes that, while the 17th APRM was essentially a face-to-face meeting, and delegates were expected to attend the Meeting physically for its entire duration, remote participation via a videoconferencing platform was nevertheless made available for those unable to be physically present in Singapore. This was clearly indicated in the second invitation letter sent on 7 October 2022 as well as in the Guide to the Regional Meeting. The Committee, therefore, notes that despite the possibility of remote participation, 11 Member States from the region failed to accredit a delegation. Only 17 accredited delegates from eight Member States participated remotely.
- 12. The Committee notes, in particular, that half of the Members from the Pacific Island States are not participating in the meeting, either in person or remotely. Moreover, no reasons have been provided by any of the non-accredited Members for their lack of participation. The Committee calls attention, therefore, to the need to inquire into the underlying reasons for this lack of participation.
- 13. The Committee wishes to emphasize the importance of physical participation and that, by not participating in the Meeting, governments deprive themselves and the social partners of the opportunity to discuss the programming and implementation of the ILO's activities in the region, and do not benefit from knowledge-sharing or an exchange of best practices. The Committee encourages governments to comply with their obligations and participate with complete tripartite delegations in future ILO meetings.

Proportion of women accredited in delegations

- 14. In accordance with article 1(6) of the Rules for Regional Meetings, Members are expected to make every effort to promote the equal representation of women and men in their delegations. Considering the low female participation (27.9 per cent) in the 16th APRM in 2016, invitation letters to the 17th APRM specifically asked Member States to pay particular attention to achieving gender parity in the composition of their national tripartite delegations.
- 15. The overall proportion of women delegates and advisers accredited to the 17th APRM stands at just 35.8 per cent. Although this represents an increase of 7.9 per cent compared to the 16th APRM six years ago the Committee is of the view that further progress is clearly required. Concretely, there are 42.1 per cent women in Government delegations, 26.3 per cent women in the Employers' delegations and 31.1 per cent women in the Workers' delegations.

¹ GB.331/LILS/1.

▶ Proportion of women by function and group



- 16. The Committee notes with regret that the minimum target of 30 per cent of women's participation has not been reached in the titular delegate category of any of the three groups, thus representing a resistant "glass ceiling" in women's participation. There are indeed 26.5 per cent of women in the Government titular delegate category, 15.15 per cent in the Employers' titular delegate category and 21.2 per cent in the Workers' titular delegate category. The Committee once again stresses the importance of reaching at least the 30 per cent minimum target in all groups and, in particular, as regards women in leadership positions with the goal of gender parity.
- 17. The Committee draws attention to Appendix III which shows the female participation by national delegation. It observes that five delegations to the present Meeting are exclusively composed of men, that is two less than at the 16th APRM. Two of the five exclusively male delegations to the present Meeting are the same as at the previous APRM. The Committee calls upon the Member States concerned to take appropriate steps with a view to redressing the situation.

Other participants

18. One Member State (France), invited by the Governing Body as observer in accordance with article 1(3) of the Rules for Regional Meetings, accredited a tripartite delegation to the Meeting. In addition, the Meeting was attended by one liberation movement (Palestine), representatives of four official international organizations and of 15 international non-governmental organizations. Detailed information regarding all participants is available in the Final List of Delegations.

Representation of Myanmar

19. By a note verbale dated 27 October 2022, the Permanent Mission of the Republic of the Union of Myanmar to the United Nations Office and other international organizations in Geneva presented credentials of a delegation to attend the 17th APRM. In its reply to the Permanent

Mission, the Office recalled that the Credentials Committee of the 110th International Conference had decided that no delegates from Myanmar could be accredited (ILC.110/Record No. 2A, paragraphs 15–29) for as long as guidance on this matter had not been received from the United Nations General Assembly and the question of representation of Myanmar remained unresolved. The Office further recalled that until the Credentials Committee of the Conference made a new determination on the representation of Myanmar in ILO meetings, it remained bound by the decision of the Credentials Committee of the Conference and was therefore not in a position to process the credentials submitted from any entity claiming to represent the legitimate government of Myanmar.

Objections

20. The Committee received three objections.

Objection concerning the nomination of the Workers' delegate of Brunei Darussalam

- **21.** The Committee received an objection from the International Trade Union Confederation (ITUC) alleging that the Government of Brunei Darussalam had not complied with article 1(2) and (5) of the Rules for Regional Meetings in terms of the tripartite constitution of its delegation in that the Workers' delegate seemed to be representing a business and employer.
- 22. In a written communication in response to the Committee's request for clarifications, the Minister of Home Affairs stated that although the formation of trade unions was allowed pursuant to the Trade Union Act (Chapter 128), the country did not have any active trade unions. He further explained that the Workers' delegate held the post of Strategic HR Business Partner at the Bank Islam Brunei Darussalam, oversaw the welfare of workers in her organization and was responsible in assisting, supporting and providing employment-related guidance to employees. He added that she was an HR Business Partner with more than ten years of experience in human resource strategy, training and manpower planning. Her participation at the present Regional Meeting would enhance human resource policies within the sector from the exchange of knowledge and innovation in improving relevant employment conditions, benefits and well-being.
- 23. The Committee notes the explanations provided by the Government, which seem to confirm the ITUC's assertion that the Workers' delegate represented a business rather than a workers' organization. At the same time, the Committee notes that pursuant to article 1(5) of the Rules for Regional Meetings, representative organizations have to be consulted before the nomination of employers' and workers' delegates only if such organizations exist. To the extent that the Government concedes that no active trade unions exist in the country, then article 1(5) of the Rules does not apply in the case at hand and the objection cannot be examined by reference to this provision.
- **24.** The Committee feels nonetheless obliged to recall that with the exception of two incomplete delegations that were challenged, the Government has been accrediting tripartite delegations for the past 14 years at the International Labour Conference and Regional Meetings without the nomination of Workers' delegates having been challenged on grounds related to their representativeness and affiliation to genuine workers' organizations.
- 25. While as explained above there may be no basis for taking or recommending any further action with respect to this objection, the Committee considers the situation is at odds with the situation presented at the International Labour Conference where the credentials of the Workers' delegates of Brunei Darussalam have not given rise to objection despite the apparent non-existence of workers' organizations that those delegates supposedly represent.

26. In addition, according to the case law of the Credentials Committees of the International Labour Conference, where no most representative organizations exist in a country, the Government still has an obligation to nominate delegates who truly represent respectively the employers and the workers of the Member. While the Conference Credentials Committee grounds this obligation specifically on article 3, paragraph 1, of the ILO Constitution, which has no exact corresponding provision in the Rules for Regional Meetings, this obligation is in fact implied in the very notion of Employers' and Workers' delegate. The Committee therefore urges the Government to take steps to ensure that the Workers' delegate to future sessions of the International Labour Conference and Regional Meetings will be truly representative of the workers of the country. Given that the formation of trade unions is allowed pursuant to the Trade Union Act (Chapter 128), the Committee is of the view that this can best be achieved by promoting and supporting the creation of independent and representative organizations of workers in all sectors of economic activity of the country.

Objection concerning the nomination of the Workers' delegation of India

- **27.** The Committee received an objection from ten Indian trade unions (AICCTU, AITUC, AIUTUC, CITU, HMS, INTUC, LPF, SEWA, TUCC and UTUC), alleging that the Government had not invited them to the Meeting and had not facilitated their participation therein. The ten trade unions further indicated that despite their repeated solicitations, the Government facilitated the participation of only one union Bhartiya Mazdoor Sangh (BMS) that was close to it.
- 28. In a written communication addressed to the Committee at its request, the Government explained that the BMS was the largest trade union in the country, with the highest verified representation of all recognized trade unions. Therefore, in accordance with article 1(5) of the Rules of Regional Meetings, and in the spirit of giving voice to more workers, it nominated the Workers' delegate and adviser from the BMS. The Government further stated that the invitation to the Meeting had only specified one Employers' delegate and one Worker's delegate. Had there been scope for more participants to be nominated, it would have been in a position to consider others as well.
- 29. The Committee observes that the Government has unilaterally nominated the Workers' delegate and adviser from within the ranks of the BMS, which it considers to be the most representative workers' organization in the country based on membership figures. The Committee notes that while considering the BMS as the most representative, the Government has not questioned the representativeness of the objecting organizations. In this regard, the Committee notes that article 1(5) of the Rules of Regional Meetings specifically foresees that several most representative organizations may exist in a given country. The Committee further recalls that according to the Advisory Opinion No. 1 of 1922 of the Permanent Court of International Justice (PCIJ) and subsequent case law of the Credentials Committee of the International Labour Conference, where several most representative organizations exist in one country, the Government must, pursuant to the terms of article 3(5) of the ILO Constitution, which contains a similar obligation as regards nomination of non-Governmental delegates to the Conference, aim to effect an agreement among them. The Committee recalls that Employers' and Workers' delegates represent, respectively, all the employers and all the workers in a country, and not just their respective organizations. Consequently, where several representative organizations exist, Governments must take them all into consideration and, ideally, proceed to the nomination of the non-Governmental delegates and advisers by common agreement.
- **30.** Moreover, the Committee notes that governments were specifically requested to share the invitation letter to the Meeting with the employers' and workers' organizations with a view to constituting a tripartite delegation to the 17th APRM and that no limitation was imposed on the number of representatives that could be nominated.

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31. The Committee encourages the Government to review the system of nomination of Employers' and Workers' delegates and advisers in accordance with the letter and spirit of article 1(5) of the Rules and expects that the Government will make every effort to give full effect to the requirement of inclusive consultations when nominating non-Government delegates and advisers to future ILO meetings.

Objection concerning the nomination of the Workers' delegate of Qatar

- **32.** The Committee received an objection from the ITUC alleging that the Government of Qatar had not complied with article 1(2) and (5) of the Rules for Regional Meetings in terms of the tripartite constitution of its delegation in that the Workers' delegate seemed to be representing a business and employer.
- **33.** In a written communication addressed to the Committee at its request, the Government explained that the Workers' delegate was a representative of workers in the Energy Company and not a business owner, and that he had been chosen in agreement with the most representative workers' organizations according to article 1(5) of the Rules for Regional Meetings.
- **34.** The Committee is satisfied with the Government's response and notes that according to the Final list of participants to the 16th APRM (Bali, 2016) published on 9 December 2016, the same individual was accredited as the Workers' delegate without any objection having been lodged in this regard. The Committee stresses, nonetheless, the importance for Governments to provide clear and precise information on the affiliation of non-Government delegates and advisers in order to avoid misunderstandings and unnecessary objections.

Complaints

35. The Committee received a complaint.

Complaint concerning the non-payment of travel and subsistence expenses of the Workers' delegation of Fiji

- **36.** The Committee received a complaint concerning the non-payment of travel and subsistence expenses of the Workers' delegation by the Government of Fiji, presented by the Workers' adviser. According to the complainant, the Government had delayed the accreditation of the employers and workers, keeping information until the last minute regarding accreditation and participation. The Workers' delegation paid their own costs to attend the Regional Meeting.
- 37. In a written communication addressed to the Committee at its request, the Government of Fiji explained that it had conducted its due process of accrediting the tripartite delegation for the 17th APRM and deposited credentials on 5 December 2022. The Government highlighted that, unlike the Government and the Fiji Commerce and Employers Federation, the Fiji Trades Union Congress (FTUC) did not support the paper that was presented to the National Occupational Health and Safety Board (NOSHAB) on 15 November 2022 for funding the tripartite delegation through the National Occupation Health and Safety Education and Accident Prevention Trust Fund. In view of the foregoing, the Government in line with the second invitation communicated by the ILO's Director-General on 7 October 2022 allowing remote connectivity decided to attend the meeting virtually and the tripartite delegation was advised accordingly. The Government confirmed that only the Workers' delegation travelled to Singapore, whereas the Government and the Employers' delegation attended the APRM virtually.

38. The Committee understands that the objection relates to the use of OSH funds to pay for travel rather than simply a refusal to accept funded travel. The Committee notes that this Regional Meeting has been organized as a physical, face-to-face meeting, and that participants were expected to attend the meeting in person. Arrangements for remote participation via a videoconferencing platform were made available only as exceptional measure in view of COVID-19-related developments and travel restrictions and not as an alternative option to be selected by governments at their will. Besides, articles 1(4) and 9(2) of the Rules for Regional Meetings had not been suspended and therefore Members remained responsible for covering the travel and subsistence expenses of their tripartite delegations.

- **39.** The Committee considers it particularly relevant to recall that the Credentials Committee of the 110th Session (June 2022) of the International Labour Conference took the view that where nominations occur, delegates and advisers are obliged to travel to the location of the Conference and attend in person and governments have the corresponding obligation to cover the travelling and subsistence expenses of the tripartite delegations, even if the Conference takes place in a hybrid format.
- **40.** In view of the foregoing, the Committee considers that the possibility for remote participation in the Regional Meeting for limited and exceptional reasons did not absolve the Government from its obligation to finance the travel and subsistence expenses of its tripartite delegation. The Committee, therefore, finds that the decision of the Government of Fiji not to cover the expenses of at least the Workers' delegate, is not consistent with the Government's obligation under article 1(4) of the Rules for Regional Meetings and urges the Government to comply with its obligations in the future.

Communications

41. The Committee also received three communications.

Communication concerning the incomplete delegation of the Syrian Arab Republic

- **42.** The Committee received a communication from the International Trade Union Confederation (ITUC) concerning the failure of the Government of the Syrian Arab Republic to accredit an Employers' and Workers' delegate.
- **43.** The Committee regrets that the Government did not respond to its invitation to provide information on the matter and also regrets that the employers and workers of the country have been deprived of their right to participate in the Regional Meeting.

Communication concerning the incomplete delegation of Yemen

- **44.** The Committee received a communication from the International Trade Union Confederation (ITUC) concerning the failure of the Government of Yemen to accredit a Workers' delegate.
- **45.** The Committee regrets that the Government did not respond to its invitation to provide information on the matter and also regrets that, once again, the workers of the country have been deprived of their right to participate in the Regional Meeting.

Communication concerning the composition of the delegation of the International Trade Union Confederation

46. The Committee had before it a communication dated 5 December 2022 from the Permanent Mission of the Republic of the Union of Myanmar to the United Nations Office and other international organizations in Geneva objecting to the participation of a representative of the International Trade Union Confederation–Asia Pacific (ITUC–AP).

47. Considering that neither the ILO Constitution nor the Standing Orders of the International Labour Conference or the rules for the conduct of regional meetings, provided for a procedure to challenge the nomination of representatives of invited non-governmental international organizations, this communication calls for no further action (including publication of details) on the part of the Committee. The Committee notes that the Credentials Committee of the Conference had made the same observation in response to similar communications received in 2001, 2002 and 2021.

* * *

48. The Committee adopts this report unanimously. It recommends that the Meeting request the Office to bring the present report to the attention of the Governing Body, in conformity with article 9(4) of the Rules for Regional Meetings.

Singapore, 8 December 2022

(signed) Ms Alison Durbin (Chairperson)(signed) Mr Paul Mackay (Vice-Chairperson)(signed) Ms Clare Middlemas (Vice-Chairperson)

Appendix I

List of accredited delegates and advisers

Alghanistan		1)	2)	3)	4)	5)	6)	1) 2) 3) 4) 5) 6)
Bahrain 2 1 1 1 4 2 2 Thailand 2 1 1 1 1 4 2 Bangladesh 2 1 1 1 2 1 1 3 3 3 2 Enure Darussalam 2 1 1 1 2 3 5 Brune Darussalam 2 1 1 1 2 3 5 5 Brune Darussalam 2 1 1 1 2 3 5 5 Enure Darussalam 2 1 1 1 2 3 5 5 Enure Darussalam 2 1 1 1 2 3 5 5 Enure Darussalam 2 1 1 1 2 3 5 5 Enure Darussalam 2 1 1 1 2 3 5 5 Enure Darussalam 2 1 1 1 2 3 5 5 Enure Darussalam 2 1 1 1 2 3 5 5 Enure Darussalam 2 1 1 1 2 3 5 5 Enure Darussalam 2 1 1 1 2 3 5 5 Enure Darussalam 2 1 1 1 2 3 5 5 Enure Darussalam 2 1 1 1 2 3 5 5 Enure Darussalam 2 1 1 1 2 3 5 5 Enure Darussalam 2 1 1 1 2 3 5 5 Enure Darussalam 2 1 1 1 2 5 5 Enure Darussalam 2 1 1 1 2 5 5 Enure Darussalam 2 1 1 1 2 5 5 Enure Darussalam 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Afghanistan	7	-	-	-	ii.	-	Sri Lanka 2 1 1
Bangladesh	Australia	2	1	1	4	1	2	Syrian Arab Republic 2
Brunei Darussalam. 2 1 1 2 2 Tonga	Bahrain	2	1	1	1	4	2	Thailand 2 1 1 11 - 1
Cambodia.	Bangladesh	2	1	1	3	3	2	Timor-Leste
China 2 1 1 7 7 3 5 5 United Arab Emirates 2 1 1 4 4 2 2 Vanuatu 2 1 1 1 4 2 2 1 1 1 4 2 2 2 Vanuatu 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Brunei Darussalam	2	1	1	2	-	-	Tonga
Cook Islands. 2 1 1 1 Vanuatu Viet Nam 1 1 1 1 1 2	Cambodia	2	1	1	1	1	4	Tuvalu
Fiji	China	2	1	1	7	3	5	United Arab Emirates 2 1 1 4 2 2
India	Cook Islands	2	1	1	-	=	-	Vanuatu
Indonesia	Fiji	2	1	1	1	-	2	Viet Nam 1 1 1 2
Iran (Islamic Republic of)	India	2	1	1	1	1	1	Yemen 2 1
Total Tota	Indonesia	2	1	1	24	=	4	
Iraq	Iran (Islamic Republic of)	2	1	1	8	6	5	1) 2) 3) 4) 5) 6)
Japan	Iraq	1	1	1	-	1	1	
Kiribati	Japan	2	1	1	8	3	5	10tai 00 00 00 104 47 70
Kuwait	Jordan	-	-	-	-	-	-	
Lao People's Democratic Repub	Kiribati	2	1	1	-	=	=	
Lebanon 2 - 1 - - 1 Malaysia 2 1 1 6 - - Marshall Islands - - - - - - - Mongolia 2 1 1 1 1 3 Nepal 2 1 1 1 1 0 New Zealand 2 1 1 - - - Oman 2 1 1 1 - - Oman 2 1 1 1 - - - Pakistan 2 1 1 1 - <td< td=""><td>Kuwait</td><td>2</td><td>1</td><td>1</td><td>-</td><td>1</td><td>-</td><td></td></td<>	Kuwait	2	1	1	-	1	-	
Malaysia 2 1 1 6 - - Marshall Islands -<	Lao People's Democratic Repub	-	-	-	-	В	-	
Maldives	Lebanon	2	-	1	-	-	1	
Marshall Islands.	Malaysia	2	1	1	6	-	-	
Mongolia 2 1 1 1 3 Nepal 2 1 1 1 1 0 New Zealand 2 1 1 - - - Oman 2 1 1 5 2 2 Pakistan 2 1 1 1 - Palau - - - - - Papua New Guinea 2 1 1 3 - - Philippines 2 1 1 3 1 3 Qatar 2 1 1 6 3 7 Samoa 2 1 1 3 1 1 Saudi Arabia 2 1 1 3 1 1 Singapore 2 1 1 23 7 7	Maldives	-	-	-	-	-	-	
Nepal	Marshall Islands	-	=	-	-	В		
New Zealand. 2 1 1 - - - Oman. 2 1 1 5 2 2 Pakistan. 2 1 1 1 - Palau. - - - - - Papua New Guinea. 2 1 1 3 - Philippines. 2 1 1 3 - Republic of Korea. 2 1 1 6 3 7 Samoa. 2 1 1 - 1 1 Saudi Arabia. 2 1 1 3 1 1 Singapore. 2 1 1 23 7 7	Mongolia	2	1	1	1	1	3	
Oman	Nepal	2	1	1	1	1	10	
Pakistan 2 1 1 1 -<	New Zealand	2	1	1	-	-	-	
Palau	Oman	2	1	1	5	2	2	
Papua New Guinea 2 1 1 3 - - Philippines 2 1 1 3 1 3 Qatar 2 1 1 7 3 - Republic of Korea 2 1 1 6 3 7 Samoa 2 1 1 - 1 1 Saudi Arabia 2 1 1 3 1 1 Singapore 2 1 1 23 7 7	Pakistan	2	1	1	1	1	-	
Philippines 2 1 1 3 1 3 Qatar 2 1 1 7 3 - Republic of Korea 2 1 1 6 3 7 Samoa 2 1 1 - 1 1 Saudi Arabia 2 1 1 3 1 1 Singapore 2 1 1 23 7 7	Palau	-	-	-	-	-	-	
Qatar 2 1 1 7 3 - Republic of Korea 2 1 1 6 3 7 Samoa 2 1 1 - 1 1 Saudi Arabia 2 1 1 3 1 1 Singapore 2 1 1 23 7 7	Papua New Guinea	2	1	1	3	-	=	
Republic of Korea 2 1 1 6 3 7 Samoa 2 1 1 - 1 1 Saudi Arabia 2 1 1 3 1 1 Singapore 2 1 1 23 7 7	Philippines	2	1	1	3	1	3	
Samoa	Qatar	2	1	1	7	3	=	
Saudi Arabia	Republic of Korea	2	1	1	6	3	7	
Singapore	Samoa	2	1	1	-	1	1	
	Saudi Arabia	2	1	1	3	1	1	
Solomon Islands	Singapore	2	1	1	23	7	7	
	Solomon Islands	-	-	-	-	-	-	

 ⁴⁾ Government advisers
2) Employers' delegates
3) Workers' delegates
4) Government advisers
5) Employers' advisers
6) Workers' advisors

Appendix II

List of registered delegates and advisers

	1)	2)	3)	4)	5)	6)	1) 2) 3) 4) 5) 6)
Afghanistan	-	-	-	-	-	+	Sri Lanka 2 1 1
Australia	2	1	1	2	1	2	Syrian Arab Republic
Bahrain	2	1	1	1	4	2	Thailand 2 1 1 11 - 1
Bangladesh	2	1	-	2	3	1	Timor-Leste
Brunei Darussalam	2	1	1	1	-	7.	Tonga
Cambodia	2	1	1	1	1	4	Tuvalu
China	2	-	1	7	3	4	United Arab Emirates 2 1 1 3 2 2
Cook Islands	-	1	-	-	-	Ξ.	Vanuatu
Fiji	2	1	1	-8	-	1	Viet Nam 1 1 1 2
India	2	1	1	1	1	1	Yemen 2 1
Indonesia	2	-	1	13	-	2	
Iran (Islamic Republic of)	2	-	1	4	1	1	1) 2) 3) 4) 5) 6)
Iraq	-	-	-	-	-	-	and the second s
Japan	1	1	1	5	3	4	<u>Total</u> 56 28 26 104 38 52
Jordan	-	-	-	-	-	_	
Kiribati	-	-	-		-	=	
Kuwait	2	1	1	-	1	=	
Lao People's Democratic Repub	_	-	-	-	-	÷	
Lebanon	2	-	-	-	=	1	
Malaysia	1	1	1	4	-	=	
Maldives	-	-	-	_	-	_	
Marshall Islands	_	-	-	-	-	=	
Mongolia	2	1	1	1	-	=	
Nepal	2	1	1	1	1	5	
New Zealand	1	1	1	-	-	=	
Oman	2	1	1	5	2	2	
Pakistan	2	1	1	1	1	=	
Palau	-	-	-	-	-	=	
Papua New Guinea	2	1	-	3	=	=	
Philippines	1	1	1	3	1	3	
Qatar	2	1	1	7	3		
Republic of Korea	1	1	1	3	3	7	
Samoa	2	1	-	-	1		
Saudi Arabia	2	1	1	2	=	1	
Singapore	2	1	1	23	6	6	
Solomon Islands	-	-	-		-	=	

Government delegates
Employers' delegates
Workers' delegates
Workers' advisers

Appendix III

Proportion of women accredited in Regional Meeting delegations

		%					%		
	G	E	т	Tot		G	E	т	Tot
Australia	83.3	50.0	100.0	81.8	Sri Lanka	50.0	0.0	0.0	25.0
Bahrain	33.3	20.0	0.0	18.2	Syrian Arab Republic	0.0	-	-	0.0
Bangladesh	0.0	25.0	0.0	8.3	Thailand	61.5	0.0	0.0	50.0
Brunei Darussalam	50.0	0.0	100.0	50.0	United Arab Emirates	50.0	33.3	66.7	50.0
Cambodia	66.7	0.0	0.0	20.0	Viet Nam	0.0	100.0	66.7	60.0
China	44.4	25.0	50.0	42.1	Yemen	50.0	0.0	=	33.3
Cook Islands	100.0	100.0	0.0	75.0					
Fiji	0.0	0.0	33.3	14.3	G	Ε		Т	Tot
India	33.3	0.0	50.0	28.6	42.1%	26.3	3% 3	1.1%	35.8%
Indonesia	50.0	0.0	40.0	46.9					
Iran (Islamic Republic of)	50.0	28.6	0.0	30.4					
Iraq	0.0	0.0	0.0	0.0					
Japan	30.0	25.0	50.0	35.0					
Kiribati	100.0	0.0	100.0	75.0					
Kuwait	0.0	0.0	0.0	0.0					
Lebanon	100.0	-	50.0	75.0					
Malaysia	62.5	100.0	0.0	60.0					
Mongolia	33.3	0.0	0.0	11.1					
Nepal	0.0	0.0	9.1	6.3					
New Zealand	0.0	0.0	0.0	0.0					
Oman	14.3	0.0	0.0	7.7					
Pakistan	0.0	0.0	0.0	0.0					
Papua New Guinea	60.0	100.0	0.0	57.1					
Philippines	60.0	0.0	50.0	45.5					
Qatar	22.2	25.0	0.0	21.4					
Republic of Korea	50.0	75.0	50.0	55.0					
Samoa	0.0	50.0	100.0	50.0					
Saudi Arabia	20.0	0.0	0.0	11.1					
Singapore	40.0	50.0	50.0	43.9					